Implementing & Scaling 8-Week Courses for Institutional Transformation

Webinar Learning Series: Faculty Buy-In

Dr. Christine Bailie
Director of Institutional Strategy, Texas Success Center
## Leader Colleges Pairings

<table>
<thead>
<tr>
<th>Odessa College</th>
<th>Kilgore College</th>
<th>Grayson College</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO: Dr. Greg Williams</td>
<td>CEO: Dr. Brenda Kays</td>
<td>CEO: Dr. Jerry McMillian</td>
</tr>
<tr>
<td><strong>Austin Community College</strong></td>
<td><strong>Alvin Community College</strong></td>
<td><strong>Trinity Valley CC</strong></td>
</tr>
<tr>
<td>(Scaled Implementation in Fall 2023)</td>
<td>(Scaled Implementation in Fall 2023)</td>
<td>(Transition through Fall 2024)</td>
</tr>
<tr>
<td>CEO: Dr. Richard Rhodes</td>
<td>CEO: Dr. Robert Exley</td>
<td>CEO: Dr. Jerry King</td>
</tr>
<tr>
<td>POC: Dr. Monique Umphrey, Provost</td>
<td>POC: Stacy Ebert, Interim VP of Instruction</td>
<td>POC: Dr. Kristin Spizzirri, VP of Instruction &amp; Chief Academic Officer</td>
</tr>
<tr>
<td><strong>El Paso Community College</strong></td>
<td><strong>Laredo College</strong></td>
<td><strong>Paris Junior College</strong></td>
</tr>
<tr>
<td>(Scaled Implementation in Fall 2023)</td>
<td>(Scaled Implementation in Fall 2023)</td>
<td>(Implementation in Fall 2022)</td>
</tr>
<tr>
<td>CEO: Dr. Serrata</td>
<td>CEO: Dr. Minita Ramirez (July 1)</td>
<td>CEO: Dr. Pam Anglin</td>
</tr>
<tr>
<td>POC: Pam Payne, Angeles Vazquez, Steven Smith</td>
<td>POC: Dr. Mariela Rodriguez Tijerina, Chief Academic Officer/Texas Pathways Lead; Dr. Fred Solis, VP of Enrollment and Student Success</td>
<td></td>
</tr>
<tr>
<td><strong>Del Mar College</strong></td>
<td><strong>Howard College</strong></td>
<td><strong>Texarkana College</strong></td>
</tr>
<tr>
<td>(Scaled Implementation in Fall 2023)</td>
<td>(Scaled Implementation in Fall 2023)</td>
<td>(Scaled Implementation in Fall 2023)</td>
</tr>
<tr>
<td>CEO: Mark Escamilla</td>
<td>CEO: Dr. Cheryl Sparks</td>
<td>CEO: Dr. Jason Smith</td>
</tr>
<tr>
<td>POC: Dr. Jonda Halcomb</td>
<td>POCs: Donna McDaniel; Dixon Boyles</td>
<td></td>
</tr>
<tr>
<td><strong>Lamar State Orange</strong></td>
<td><strong>Vernon College</strong></td>
<td></td>
</tr>
<tr>
<td>(Implementation in Fall 2021)</td>
<td>(Scaled Implementation in Fall 2023)</td>
<td></td>
</tr>
<tr>
<td>CEO: Dr. Thomas A. Johnson</td>
<td>CEO: Dr. Dusty Johnson</td>
<td></td>
</tr>
<tr>
<td>POC: Dr. Wendy Elmore, Provost</td>
<td>POC: Shana Drury, VP of Instructional Services</td>
<td></td>
</tr>
</tbody>
</table>
Expectations

• Redesign of systems to scale 8-week courses
• New course offerings for Fall 2023 (spring registration)
• CEO to CEO executive coaching
  • focused on institutional vision, scale, success metrics, and lessons learned
  • 4 check-ins through December (~monthly)
• Technical Assistance
  • Webinar Series (July 27, Sept 9, October 5)
  • Texas Pathways Pre-Institute (November 14 in Dallas)
• Site Visit ($2,000 travel, hotel, and F&B expenses reimbursable)
• 2-page Progress Report due on 12/15/22 to TSC (use template)
Planning for Fall Site Visits

Travel Reimbursement:

• MAX: $2,000 per mentee college
• One invoice for all team members who traveled
• Provide copies of all receipts AND mileage maps for driving
• Submit to fday@tacc.org before November 30

<table>
<thead>
<tr>
<th>Dates of Visit</th>
<th>Date</th>
<th>Date</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Car Daily Mileage Driven: Mileage x $0.625/mile (Q3 and Q4 2022 mileage rate increased, per IRS website)</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Airfare</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rental Car</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Taxi/shuttle fare</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Taxi/shuttle tips</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parking</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hotel</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hotel Taxes</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hotel Tips</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meals</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other expenses (please list):</td>
<td>$0.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total Travel Reimbursement | $0.00 | $0.00 | $0.00 | $0.00 | $0.00

MAXIMUM ALLOWABLE REIMBURSEMENT PER MENTEE COLLEGE: $2,000

Total Amount: $0.00

Expenses incurred were on behalf of the Texas Association of Community Colleges or the Texas Community College Education Initiative and reimbursement/payment, as requested, is in conformance with policies and procedures adopted by the TACC/TCCEI or its Executive Committee.

Note: Invoices may be submitted to fday@tacc.org through November 30, 2022. Travel reimbursements will not be provided for invoices submitted after November 30, 2022. Please refer to TSC’s travel policies to comply with fiscal documentation procedures.
Pre-Institute Workshop: “Implementing & Scaling 8-Week Courses for Pathway Transformation”

Who should attend
- Implementation Team (5 maximum)

How to attend
- Contact your Pathways Lead for Institute registration info.
- Opt-in to this workshop during registration.

What to prepare: 7-minute capstone presentation
- What was your college's ultimate goal?
- What systems and processes have you put in place to support 8-week courses?
- What are your next steps for this project?
- How will you determine that your college is successful?
- What key accomplishments has your college achieved in 2022?
Resources

TSC Events Page

• Recordings
• slide deck
Topic Overview:
Faculty Buy-In
Kilgore College
Faculty Buy-In

Dr. Tracy Skopek
Faculty Buy-In: Necessary Ingredients

- Recognize Faculty Importance to Process
- Keep Focus on Big Picture
- Leadership Needs to be All-In
## Kilgore College 8-Week Course Data

<table>
<thead>
<tr>
<th>Year</th>
<th>TOTAL COURSES</th>
<th>8-WEEK COURSES</th>
<th>% OF TOTAL COURSES THAT ARE 8-WEEK COURSES</th>
<th>Transfer</th>
<th>% OF 8-WEEK COURSES THAT ARE TRANSFER COURSES</th>
<th>Workforce</th>
<th>% OF 8-WEEK COURSES THAT ARE WORKFORCE COURSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>FA 2018</td>
<td>1212</td>
<td>49</td>
<td>4%</td>
<td>14</td>
<td>29%</td>
<td>35</td>
<td>71%</td>
</tr>
<tr>
<td>FA 2019</td>
<td>1078</td>
<td>647</td>
<td>60%</td>
<td>472</td>
<td>73%</td>
<td>175</td>
<td>27%</td>
</tr>
<tr>
<td>FA 2020</td>
<td>931</td>
<td>593</td>
<td>64%</td>
<td>412</td>
<td>69%</td>
<td>181</td>
<td>31%</td>
</tr>
<tr>
<td>FA 2021</td>
<td>971</td>
<td>617</td>
<td>64%</td>
<td>423</td>
<td>69%</td>
<td>194</td>
<td>31%</td>
</tr>
<tr>
<td>FA 2022</td>
<td>998</td>
<td>583</td>
<td>58%</td>
<td>403</td>
<td>69%</td>
<td>180</td>
<td>31%</td>
</tr>
<tr>
<td>OVERALL</td>
<td>5190</td>
<td>2489</td>
<td>48%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OF THE 2489 8-WEEK COURSES:**

- **Transfer**: 1724 (69%)
- **Workforce**: 765 (31%)

**REMOVING DUAL CREDIT (45 DC 8-week courses):**

- **Transfer**: 1705 (70%)
- **Workforce**: 739 (30%)
Changing Culture to Embrace 8-Week Scheduling

Not Understanding the ‘Why’
- Show Me the Data
- How Does it Compare?

Getting Lost in ‘How’ Fears
- Co-Req Courses
- STEM
- Scheduling
- Load and Overload

Sacrificing Quality & Rigor
- Focus on Core Objectives & Student Learning Outcomes
- Let it Go!
Changing Culture to Embrace 8-Week Scheduling

Exemptions

- Consistency
- Why Change to Why Not Change
- Strong Messaging
- Create a fair process
Getting Started

- Listen to Concerns
- Faculty Champions
- Include Faculty: Planning, Implementing and Reviewing
KC’s Faculty Team

Jason Graves, Chair, Language Development
David Fonteno, Psychology Instructor
Michael Ferguson, Chair, Auto Tech & Public Services
Alesha O’Steen, Chair, Industrial Technologies
Mary Shaw, Chair, Biological Sciences
Dr. Chase Machen
Dean of Academic and Workforce Instruction
machenc@grayson.edu

Dr. Logan Maxwell, Director of Success Initiatives
Former Chair of Mathematics and Engineering
maxwellll@grayson.edu

Dr. Karen Campbell
Associate Dean of Academic and Workforce Instruction
campbellk@grayson.edu

Dr. Michale Ayers
Associate Dean of Academic and Workforce Instruction
PRESIDENTIAL PERSPECTIVE OF ACCELERATED PATHWAYS

Reason for Transition = Student Success
Increased Course Completion (As, Bs, and Cs)

8-Week Course Success Rates

<table>
<thead>
<tr>
<th>Term</th>
<th>Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2017</td>
<td>76%</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>78%</td>
</tr>
<tr>
<td>Fall 2019</td>
<td>78%</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>79%</td>
</tr>
<tr>
<td>Fall 2021</td>
<td>81%</td>
</tr>
</tbody>
</table>

Course Success Rates by Term

- Fall 8-wk
- Spring 8-wk
- 16-wk
**Grayson College Courses NOT in the 8 Week Format**
--broad examples

**ACADEMIC/TRANSFER COURSES**
- Upper Level Math Courses such as Calculus I, II, and III
- Ag Science Courses involving livestock/reproduction
- Fine Arts courses (excluding theory courses) like Painting and Ceramics
- Viticulture and Enology
- Co-Requisite Courses
- Music Private Lessons

**WORKFORCE COURSES**
- Police Academy
- Computer Science
- Electrical Technology

**HEALTH SCIENCE COURSES**
- Associate Degree Nursing
- Licensed Vocational Nursing
- Dental Assisting
- Radiology Tech

**No Dual Credit Courses**
8 Week Waiver Process

8 Week Waiver Committee Membership: Vice President of Instruction, Instructional Deans, Faculty Association President, Department Chairs, and Health Science Program Directors

Waiver Review Process:
Department Chairs/HS Directors bring faculty proposals to appropriate dean. After dean approval, the courses and justification are brought to committee for review. Deans and Committee will take the following items into consideration when reviewing waiver proposals:
• Involved contact hours that were problematic to condense – potential example is welding
• Involved faculty who were very challenged by the (ex. courses tied to clinical and full semester alignment was necessary due to clinical rotations- potential example is LVN or ADN)

Deadlines for Waivers:
Monday, October 2nd: Waiver Proposals due to Dean
Friday, October 6th: Dean approved proposals submitted to VPI to prepare for review by committee
Week of October 9th: Review of proposals by committee
ODESSA COLLEGE

DROP RATE IMPROVEMENT PROGRAM

DECREASED DROP RATES FOR ALL STUDENTS
INCREASED SUCCESS FOR ALL STUDENTS
ALL STUDENTS EQUITY GAPS GONE OR REDUCED
1. Interact with students by name by first class/end of first week
2. Close monitoring of student behavior & progress with immediate intervention
3. One-on-one meetings/frequent communications with students early in semester
4. Highly structured courses with penalties for missed exams & assignments, etc. but flexible when appropriate
EIGHT-WEEK COURSES at SCALE
Odeessa College
Instructional Considerations

- Course Design/Delivery
- Schedule Design
- Faculty Load/Overload
- Faculty Training
- Calendar
- Dual Credit
DO find a champion
DO review course and program level outcomes, eliminate redundancies
DO have some grace
DO convert ALL sections
DO NOT use the textbook as an excuse
DO NOT allow courses to be 16 OR 8 week
DO NOT be afraid to burn the boats
ODESSA COLLEGE
16 WEEK COURSES

• Internships | Practicums | Clinicals
• Dual credit off-campus
• Varsity KINE courses
• Applied Visual & Performing Arts Courses
• AGRI, WLDG, RADR, RNSG, PTHA, CHEM (organic), co-reqs
ODESSA COLLEGE

2010

10% DROP RATE
67% SUCCESS RATE

2021

3% DROP RATE
85% SUCCESS RATE
Breakout Session: Q&A with Leader College

* Select your designated Leader College
Webinar #3: Dual Credit and Early College Programs

See you October 5th